



Mission of Organization:

Advocating for the right of children and adults with intellectual and developmental disabilities to live, learn, work and play in the community – improving the quality of life for us all.

Locations (in Seattle/outside Seattle):

We serve individuals and families all over King County from our office in Seattle

Number of Employees: **77**

Annual Budget: **\$3,176,000** (projected 2014/15 FY)

Staff costs: **\$2,638,000** (83+% of budgeted exp. projected for 2014/15 FY without min wage increase. Not including the (35%) increase in health care insurance rates proposed by our provider for July 1st!



Position	Direct Support Professional Live In staff -	Direct Support Professional	Reception/Program assistant	Assistant Coordinator
Job description	Providing direct support to individuals with intellectual and developmental disabilities in their home. Lives in home with client to monitor and provide safety net. Daily living, behavioral support, medication and medical monitoring, physical, social, transportation, skills training, home living and maintenance, The contract and training requirements are highly regulated and contract is monitored closely.	Providing direct support to individuals with intellectual and developmental disabilities throughout King County. Daily living, behavioral support, medication and medical monitoring, physical, social, transportation, skills training, home living and maintenance, The contract and training requirements are highly regulated and contract is monitored closely.	Answers phones, sorts mail, responds to phone calls and directs to appropriate staff, enters information into the data base, completes projects as requested, orders supplies, and manages inventory. Assures the front office is clean and professional and greets clients and visitors	Participates and documents outreach activities and individual support of people with developmental disabilities, families and/or friends. Provides support program coordinator and to people with developmental disabilities and/or their families and ensures their proactive involvement in outreach activities.



Source of income	State contract for Supported Living that determines hours of service, rate for service and regulated compliance for provision of hours.	State contract for Supported Living that determines hours of service, rate for service and regulated compliance for provision of hours.	Mixed sources from county and state contracts and grant income used for Admin of agency	Mixed sources from county and state contracts and grant income used for Admin of agency
Base Pay	A DSHS/DDA conducted state wide survey shows \$10.50 is King County starting average wage for all these contracted services. Arc starts at 10:25 +free rent.	A DSHS/DDA conducted state wide survey shows \$10.50 is King County starting average wage for all these contracted services. Arc starts at 11:50	\$12.50 an hour	14.50 an hour
Average Hours Worked	FT– 40 hours week	FY– 40 hours week	FT – 40 hours week	25-40 hours week depending on contract scope
Benefits Benefits cont.	Health care Paid Vacation Paid Sick leave Holidays Retirement Orca subsidy	Health care Paid Vacation Paid Sick leave Holidays Retirement Orca subsidy	Health care Paid Vacation Paid Sick leave Holidays Retirement Orca subsidy	Health care Paid Vacation Paid Sick leave Holidays Retirement Orca subsidy



	LT disability Life insurance	LT disability Life insurance	LT disability Life insurance	LT disability Life insurance
Other (housing, education benefit, etc.)	Free rent Mileage reimbursed	Mileage reimbursed	Mileage reimbursed	Mileage reimbursed

- What would happen to your organization if minimum wage was raised to \$15 (please be specific)?

Because our state supported living contract is hours specific we cannot reduce service hours – we can only cut the program entirely. Our county contracted services could be reduced though we would have to negotiate reduced outcomes, based on reduced staffing, and hope they would not further reduce funding.

We could not increase wages without all levels of government increasing funding for critical services, or risk leaving vulnerable citizens at extreme risk of losing their services and nonprofit employees without work.

For just The Arc of King County, because over 83% of our 14/15 FY budget is staff wages, taxes and benefits..... If we increase only some employee's wages to meet a new \$15 an hour minimum (compressing the wage scale differentials between positions) we would immediately need about \$550K across all our programs. We would an increase over this year's funding of about \$400K from the state government and \$150K from the county government.



If we cut all our benefits, and cut our health plan to the barest minimum required, and paid only 60% of the costs, as required by law (we pay most of it now,) we would recoup only about \$155K. An intolerable cut to employees and would result with an increase in out of pocket costs directly to the employees and potentially an increase in our turnover, Our benefits package allows us to attract employees and leverage substantial benefits that save them out of pocket expenses they would otherwise incur, and some credit should be given for that.

We have not yet factored in the increases we are anticipating from health care reform fees, applied to group plans, on top of what will most assuredly be annual rate increases – current insurance provider has proposed a 35% increase to our plan. It is impossible to consider without a huge outlay from our primary funders.

- What would make your organization sustainable if the minimum wage was raised (please be specific)?

Because supported living agencies (of which we are one) in Seattle serve people across the entire county not just the city residents, a Legislative allocation of \$26 Million, to the hourly benchmark rate, prior to implementation would be required. We cannot pay a worker \$10.50 an hour while paying a worker in Seattle \$15. Supported living providers in KC provide 5.36 Million hours of service to 1,100 people with disabilities and employ regionally about 1,100 direct support professionals. The legislatively allocated appropriation/contract stipulates that the entire benchmark rate must only be applied to staff compensation (fully loaded for wages taxes and benefits for all positions, whether entry level or experienced supervisors or program specialists, at all points on the scale) and must be spent on hours of service or repaid to the state, eliminating any ability to cut hours to raise pay without a new allocation.

As stated above for The Arc of King County alone we would need additional \$400K from the state and about \$150K from the county in our contracts for services.



- Are there other issues in your organizational field you would like to address?

Some believe that granting an exemption or delaying implementation to nonprofit organizations is a good idea. I do not believe this would work because our already high turnover, 32% industry wide, per the DSHS/DDA study mentioned above, would be magnified as workers moved to the private sector jobs that are perceived as less stressful, require less training, and would suddenly pay more. We should all be phased in together over a long enough period of time to allocate appropriate resources for the human services that are important in our county.

An increase in government funding for critical services has been needed for a long time. Our services were cut twice by state and local governments in the past 6 years. Any initiative or charter amendment should include a source of funding (taxes) for nonprofit and human services that would be impacted.

As I have talked to other nonprofit leaders in the region, it is clear that many of them receive funding in similar ways, from government sources, and many employees' salaries are directly tied to those resources. We would all very much like to increase the wages of our employees. They provide a valuable service to our community and should be valued as such. The magnitude of the cost for ours and other human services, associated with a minimum wage increase of this magnitude, cannot be overlooked and resources should be identified and allocated by all levels of government to implement any change that is required.